



Please ensure that all cell phones, pagers and radios are turned off or put on vibrate mode.



***If radios must be on please turn down volume.

If you need to answer a call please quietly step out into the foyer.





Town Hall Meetings June 22th-24th, 2004





AGENDA



NETCALL #27 Update
Changes to MEO
Personnel Actions Update
RIF
Buy-outs
Resumix
Use or Lose Leave
Employee Informational
Briefings
Transition Milestone Timeline
Submitted Q&A
Employee Information
Audience Q&A Session



NETCALL #27 - BUDGET IMPACTS



- **DOES NOT AFFECT BUY-OUT OFFERS**
- **DISCONTINUES:**
 - OVERTIME
 - COMP TIME PAYMENTS
 - TDY / CONFERENCES
 - TRAINING, EXCEPT MANDATORY OR CENTRALLY FUNDED
- **PERSONNEL RESTRICTIONS WERE WAIVED FOR FSH DUE TO MEO / CGA IMPLEMENTATION PLANS**
- **IS EXPECTED TO ADVERSELY AFFECT SERVICES TO OUR TENANTS**



PROPOSED CHANGES TO MEOs



**Expect SWRO approval of proposed
MEO Augmentation by the end of
June 2004**



PERSONNEL ACTIONS



RIF Numbers - Iteration 11

435 Permanent positions to be abolished

67 Employees in Non-Garrison Orgs "Bumped"

502 Letters to Permanent employees

319 Reassignment Letters

166 Changes-to-Lower Grade

17 Separations

Numbers getting better!!!



PERSONNEL ACTIONS



BUYOUT STATUS

Authority officially extended thru 4 Sep.

Still have 12 “IMA” buyouts to offer.

Will be used strategically to avoid RIF separations.

**May not use authority to offer to GS-2210's if
no RIF separations would be avoided.**



PERSONNEL ACTIONS



RESUMIX GUIDANCE

- 1. RESUMIX resumes used to apply per Job announcements on the internet**
- 2. Resumes solicited in June 03 canvass for local "Safe Haven" reassignment consideration**
- 3. OPFs used for RIF placement considerations**
- 4. Resumes may be filed in OPFs to document non-Gov't employment record**



PERSONNEL ACTIONS



USE or LOSE LEAVE POLICY

Take leave to avoid forfeiture

**Don't wait until the end of the year or
until after**

implementation of the MEO/CGA

**Scheduled leave for "big ticket items"
will be**

honored if possible



Employee Informational Briefings

100% Complete



<u>SESSIONS</u>	<u># SESSIONS</u>	<u>#</u>
HRBC 1	4	V I
ITBC 2	3	BDO/FMO/PAO
PWBC 2	4	SJA
RLBC 2	4	CABC
CAMP BULLIS 1	1	IRO
ENVIRONMENTAL 1	1	PMO



Transition Milestone Timeline



- | | |
|-----------------------------------|---|
| Late Jun 04 | Issue RIF Letters
Register for Priority Placement Program
(PPP) |
| 20-22 Jul 04 | Town Hall Meetings |
| Aug - Sep 04 | Conduct CGA specific training
Conduct MEO specific training
Complete other transition-related
activities |
| 4 Sep 04
organizations | Implement the new MEO and CGA |
| 7 Sep 04 | First day of MEO performance |



SUBMITTED Q&A



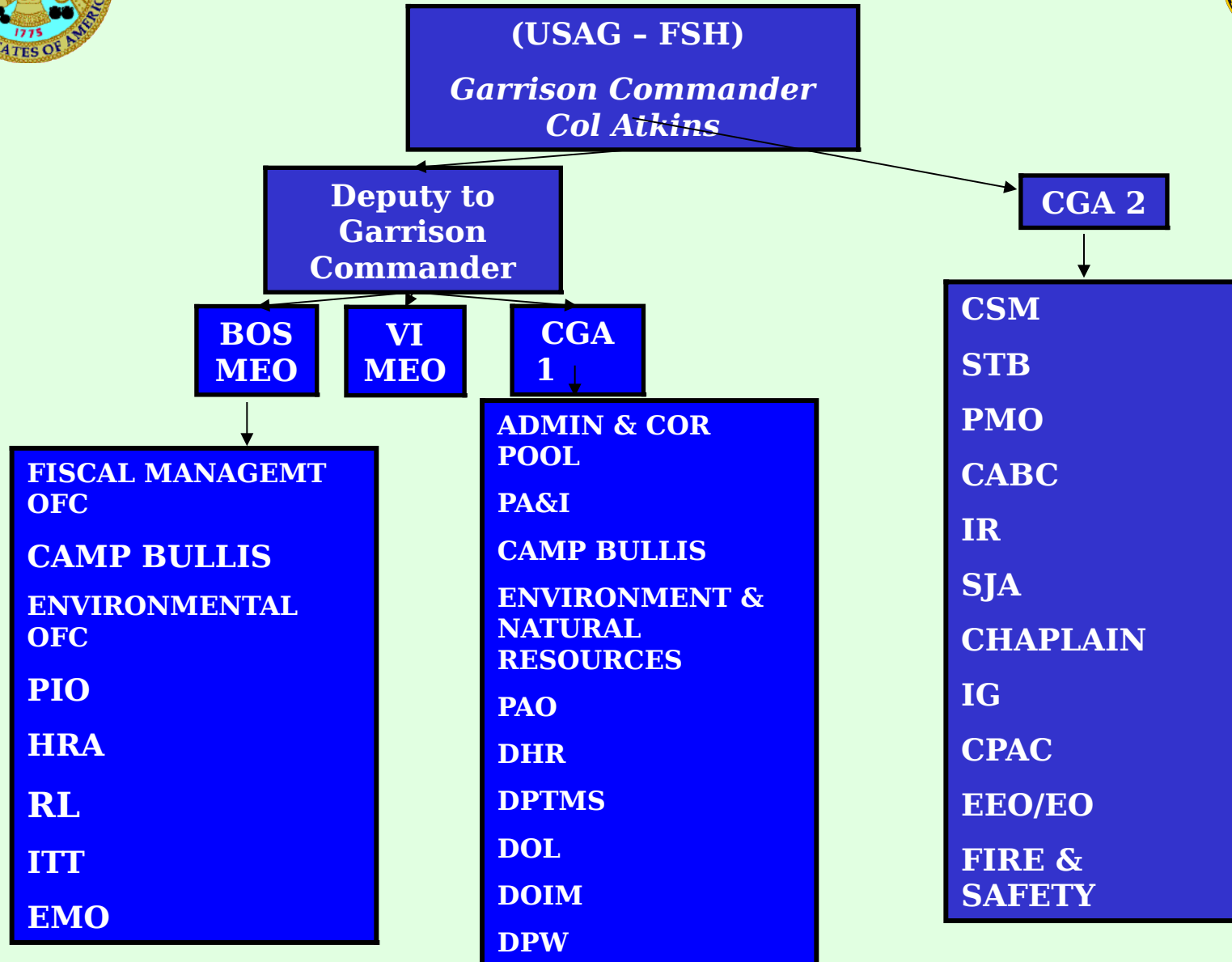
QUESTION: What organizations are in the CGA1 and CGA2?

ANSWER:

See organizational chart on next slide.



USAG Organizational Chart





SUBMITTED Q&A



QUESTION: Who will assure all the necessary forms and employee information is transferred to the new organization once the employee is moved?

ANSWER:

Standard procedures will apply.

Losing supervisor forwards info to gaining supervisor.

Automated system transfers time and



SUBMITTED Q&A



QUESTION: When will the new organization be informed of a particular employee displacing their current employee?

ANSWER:

Representative of non-Garrison organizations were briefed on 16 June.

Updating to continue as changes/improvements occur.



SUBMITTED Q&A



QUESTION: Once the MEO is operational, can an organization reassign their personnel within their organization to meet their mission?

ANSWER:

Yes, regular personnel rules are generally applicable once the MEO is operational.

Special effort to adjust/switch personnel after RIF (especially with “other” organizations)



SUBMITTED Q&A



QUESTION: Are the PDs, currently found in FASCLASS, final through the implementation of MEOs in Sep 04?

ANSWER:

Yes, the PDs are generally in final form.

There are a few database type corrections

needed.



SUBMITTED Q&A



QUESTION: When DPTMSEC was reorganized along with DOL into RLBC, some of the divisions were eliminated and the staff was consolidated with other divisions. Why are some of the same individuals being adversely affected by the RIF when it was not their fault that they were reassigned?

ANSWER:

No RIFs have been conducted to implement small reorganizations within the last



SUBMITTED Q&A



QUESTION: Why did the list of assignments go out before receiving the RIF letters? How accurate are these assignments when compared to what we will see on the RIF letter notifications?

ANSWER:

Release of info in keeping with policy to not withhold information.

“80% Solution”



SUBMITTED Q&A



QUESTION: When the assignment lists went out, why didn't we have all the employees assigned to positions or why were some left off assignment lists for both the CGA and MEO?

ANSWER:

List designed for Garrison leadership planning.

Involvement of other organizations.

Opted to release some info but not prudent to release all info.



SUBMITTED Q&A



QUESTION: When MEO vacancies are announced, will the term/temporary employees be eligible to apply for the positions?

ANSWER:

Yes, regular recruitment rules will apply.

Permanents/Temps/Terms and contractors are encouraged to apply



EMPLOYEE SERVICES



➤ **ACAP Offered Civilian Employee Resume Writing/Interviewing Workshops**

- ✓ One-day workshop scheduled for 30 Jun, 14 Jul, 23 Aug and 8 Sep 2004
- ✓ Call 221-1213 to register and reserve a seat

➤ **San Antonio Military Community Job Fair**

- ✓ 22 September 2004 from 0930-1500 at Live Oak Civic Center, 8101 Pat Booker Road
- ✓ 85-100 local, regional, national, and international employers are expected to participate
- ✓ Call 221-1213 for more details

➤ **ACAP Offered Pre-Job Fair Workshop**

- ✓ 2-Hour workshop scheduled for 10 Sep 2004
- ✓ Call 221-1213 for reservations



EMPLOYEE SERVICES



COMMENTS & QUESTIONS

- **WRITTEN -**
Send to A76 Operations Center, Bldg 2272, Stop 76
- **PHONE -**
CALL A76 HOT LINE **(221-2439)**
- **OUTLOOK/EMAIL -**
 - Berban, Jeana A. (jeana.berban@samhouston.army.mil)
 - Howell, John M. (johnm.howell@samhouston.army.mil)
- **WEB LINK -** <http://www.samhouston.army.mil/a76>

ALL QUESTIONS RECEIVED WILL BE STAFFED WITH THE APPROPRIATE ORGANIZATION AND THE QUESTION AND ANSWER WILL BE POSTED ON THE A76 WEBSITE.



Question and Answer Session



Do you have any other questions?

